

Special Constables – Award bargaining win

Special Constables – Award bargaining wins improvements in special constables leave conditions

Bargaining on a new Award for Special Constables began well over 12 months ago. The process has been drawn out and at times frustrating for members who are not seeing things progress as quickly as they would like.

The PSA is pleased to announce that it will imminently be signing off on an agreement with NSW Police to vary the current award by mutual consent and convert Special Constables' leave conditions over to those of Administrative Staff.

This variation will see the following improvements to special constables leave provisions:

- » An increase in sick leave entitlements from 10 days to 15 days per year.
- » Entitlement to Family and Community Services (FACS) leave, accruing at 2.5 days in each of the first two years of service, and one day for each subsequent year of service. This leave can be used for reasons including (but not limited to):
 - Compassionate grounds, such as the death or illness of a close family member.
 - Unplanned or unforeseen family responsibilities.
 - Personal carers' leave.
 - Emergency or weather conditions.
- » An increase in military leave of at least 10 days per year (or more depending on which reserve).

This Award variation will not stop or delay continuing to discuss further matters from the log of claims.

However, the PSA sees no reason to withhold the implementation of improved conditions while negotiations continue and as such, intends to sign off on these improvements as soon as a final document is available early in the New Year.

On behalf of all members, the PSA wishes to thank all past and current delegates who have been involved in winning these conditions.

The PSA has received concerning feedback from members about the roll out of the Capability Framework and the conversion from Position Descriptions to Role Descriptions. It is important that the value of the Special Constables roles are properly assessed and documented, which does not seem to be happening. The PSA has written to NSW Police to express these concerns in a letter available [HERE](#).

If you have any questions on the changes, please contact one of your delegates or PSA industrial staff on the details below.

It's time to join your colleagues and get involved in defending your rights and conditions at work – a strong membership means a strong union!

- » **Roland Harris** - PSA Organiser
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What can you do?

- » Not a member? Get involved by signing up!
- » Already a member? Get a colleague to join the PSA!
- » Give a copy of this bulletin to your colleagues
- » Print this bulletin and put it up on your notice board
- » Get more involved by becoming a local union delegate or contact.

